App F IX 4

Previous References

1943 (Municipal) ML File No 96—4B
Serial Nos ~~30~~, 32-33

Later References
ML 93-45 (44 45), ML 71-48 (54, 55)
63-46 (23 24)
54-47 (21 42)

GENERAL AND REVENUE SECRETARIAT

CM/DEP/480/53

Edu ~~115~~ 115-55-2

Serial Nos MW 22

Part B for NOV 44

SUBJECT

Filling up of Vacancies in ML High schools

To DPI
PS Comm'r
DCs & Dists
Comptroller
Pres't K-Gr 7 Sanj Bd
4-47-61 dated 3 11 44
Issues instructions

MI 76-43 29

5-330 Edn 58-43-77

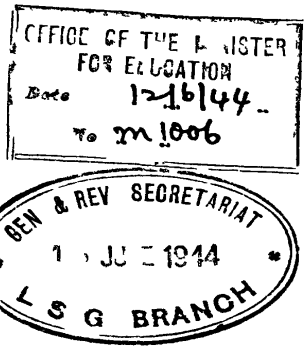
REPLY

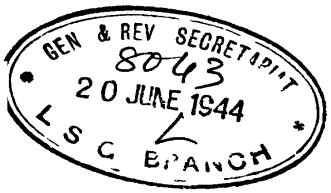
(*To be written on this margin*)

OFFICE OF THE
MINISTER FOR EDUCATION

NOTE

Dated 12 th June 1944





1) I wish to know whether there are many vacancies in Municipal High Schools and for what reason If it is due to Backward community candidates not forthcoming for special vacancies, it may not be desirable to keep these vacancies unfilled for any length of time and retard the educational progress of the pupils It seems ~~unfair~~ to throw open these vacancies for general recruitment immediately The Director of Public Instruction may be asked to send up an immediate report, clearly explaining the position and giving his opinion as to how he proposes to remedy the state of affairs

Education Secretary
with compliments

12/6

2) 12/6 Jones

3) Draft Subd this will be sent to the L S G Branch for necessary 13/6 further action as it is the Administrative Branch for Municipal High Schools

Jones 15 6 44

BJS 15/6

4) L S G Branch

Draft

cc 9 Edn

16/6

re filling up the vacancies in the mal high school
6 graduates

To,

The D P I

L 12641 dt 21/6/44

calls for certain information

the Govt Asst 23/6

From The D P I

No DI 5483-580/43 dt 29/7/44

Has a report in the matter

In order to tide over the present difficulty and to enable the mal high schools to have full complement of the sanctioned staff and to avoid loss of the services of the present candidates working against permanent vacancies in all the high schools, the D P I in his report, suggests that —

1 All the ~~vacancies~~ graduate teachers working temporarily in vacancies in the grade of Rs 40-4-60 in

re filling up vacancies in the high schools.

8063 V 718 L

all the municipal high schools be confirmed in their appointments, even though they may be working against special vacancies, and 2) All the vacancies of graduate teachers in grade of Rs 440-4-600 may be thrown open for general recruitment, preference being given to backward class candidates, and thus this arrangement being in operation as a temporary measure for the duration of the war or for two years whichever is shorter

& the proposals of the D P I may perhaps be approved, in consultation with the public service commission & the Education Secretariat

9 Subject for orders with reference to the Education ministers orders at para 11/8 above. The file may, in the first instance, be referred to the Educational Secretary, for opinion on the D P I proposal - Reference para 11/8 supra

Lawrence 7/11/45

11.7 For favour of Secretary

Ed Sec 12/8/45

190/E 4

1) The remarks of the PSC will have to be obtained in the matter in the first instance If approved, this will be sent to them un-officially with a request to furnish the remarks immediately

Sd/- 12-8-44 Pol

Edn Secy

1307

1) [illegible]

Hmo

190

Jones 14/8/44

1 AUG 1944 1808

U.O No 41 Dt 15-8-44

2) Forwarded with compliments to the Public Service Commissioner, Bangalore, for favour of remarks

By order,

H M Sreenivaraya 15 8 44

For Secretary to Government,
Education Department

U.O 38/44

15) Returned with compliments

16) Government have recently permitted in their Order No E 905/R&PS 57-43-2 dated 23rd August 1944 that the unfilled up vacancies in the Municipal High Schools also may, on re-advertisement, be thrown open to all communities, preference being shown to Backward Community candidates Besides this, the appointment of brahmin candidates even in special vacancies has been permitted as an interim arrangement In view of the facilities provided by these two concessions there may not be any difficulty to meet the exigencies In these circumstances I think the first proposal of the Director of Public Instruction to confirm the temporary teachers working in Municipal High Schools has little justification as it will upset the required communal proportion Moreover it ignores the consideration that better qualified candidates may become available if unfilled up vacancies are re-advertised The second proposal may be restricted to the case of re-advertisement of unfilled up special vacancies

C

B B Puttaswamy
Public Service Commissioner

for SECRETARY

12 SEP 44

Bangalore

-690-

17 The unfilled up special vacancies of graduate teachers, may be thrown open for general recruitment, preference being given to backward communities candidates

Edn Secy) 4/9/44

1983

Sd 6/9/44 Pol

18 It is not clear whether the existing vacancies are (unfilled) the additional candidates after which the candidates applied they will be confirmed in these vacancies will only be temporarily. Please note

5/9 Jones

19 When vacancies are advertised as general i.e. open to all classes & communities candidates other than Backward classes, apply, it is presumed that they will be confirmed in the usual course proposals for confirmation of such teachers won't come up to govt

Sd 9/9/44 Pol

Edn Secy) 11/9/44 Jones

11

All unfilled spl vacancies may be advertised as open to all communities and appointments made giving preference to B.C candidates as well as to teachers who have been working in these vacancies for a period of over one year & lack of C.R.B candidates

Minister (Edn) 12/9 Jones

5340 Brahmin candidates who have been recruited, through Employment Exchanges, in special vacancies, may be confirmed in their appointments, if they have put in service of two years. In other cases, the vacancies may be readvertised, as open to all classes. If Non-Brahmin candidates apply, they may be preferred for selection. If no such candidates apply, the Brahmin candidates already appointed to working temporary, may be continued or confirmed. Future vacancies in these grades may also be advertised, during the period of war, as open to all classes, with a remark that candidates of the backward communities if forthcoming, will be given preference. If such candidates do apply they may be selected, otherwise Brahmin candidates may be appointed & confirmed in due course.

2082
Edn

Please consult the A.G. & P.D. whether the arrangement as indicated above, will not serve the purpose.

12/9 Jones

Dy. Secy (C)

Secy (C)
12/9 Jones

No. NO E 76
dt. 14-9-1944.

P T O

U O.No. 23 of 44-45. Dated: 30th September 1944.

Returned with compliments.

I feel that it is necessary to explain the position in regard to the staffing of Municipal High Schools a little more fully than has been done in my letter No D1 - 5483-580 of 43-44 dated 31st July 1944.

As a rule, only trained graduates are eligible for appointments as teachers in High Schools. But the rule was relaxed in the case of candidates of Backward communities in G O.No.4590-93/C.R.B. 53-38-1 dated 24-1/3-2-1939. This relaxation was extended subsequently, as a temporary measure, to candidates for general vacancies also in G O.No.E.981/R &.P. 9-43-2 dated 25th August 1943. Further, in the order referred to by the Public Service Commissioner in his U.O.note Government were pleased to permit special vacancies to be readvertised as those open to all communities, preference being given to candidates of Backward communities. And appointment of Brahmin candidates even in special vacancies has also been permitted as an interim arrangement.

But the above concessions have not provided an adequate remedy for the situation that is undoubtedly worsening. Not only candidates of backward communities but also those of the Brahmin community are not forthcoming in sufficient numbers to accept appointments, and even some of the latter who accept them do not stick on long for the reason that their position as temporary teachers is insecure and also the scale of pay is not sufficiently attractive. As a matter of fact, many teachers have resigned their appointments after serving for various periods ranging from a few weeks to even years, and there are also instances of teachers who have resigned their appointments even after they were promoted from the grade Rs 40-4-60 to Rs.60-4-80. Even readvertisement of special vacancies as general ones has not been helpful to the managements in securing teachers. Consequently, there have been numerous complaints from the managements and the general

public that classes are going without teachers for long periods and that in some cases the classes have become very unwieldy in strength but cannot be bifurcated for want of additional teachers. The position is really depressing.

To meet this exigency, the managements of some of the Municipal High Schools have offered fresh candidates a higher pay than the minimum of the grade Rs.40-4-60 and some have created a larger number of posts in grade Rs.60-4-80 than originally sanctioned. The management of the K.G.F. High School, for instance, have been permitted to start fresh candidates on a pay of Rs.48 and even Rs.52 in grade Rs.40-4-60 besides increasing the number of posts in grade Rs.60-4-80. The management of the Municipol High School, Dodballapur, are stated to have started two teachers on Rs.60 each in grade Rs.40-4-60. The management of the High School, Birur, created two posts in grade Rs.60-4-80 last year, though these posts had been sanctioned for this year. The move of the management of the High School at Bhadravathi to have the school considered an aided school is prompted by the desire to revise the scales of salaries to make them more attractive.

The difficulty is not confined to recruitment of graduate teachers. It has come up even in the filling up of the vacancies in grade Rs.60-4-80 by promotion according to seniority as per G.O.No.L.10820-39/M1 130-41-6 dated 7th May 1943. In the first place, several teachers in grade Rs.40-4-60 who would be otherwise entitled to promotion to grade Rs.60-4-80 on the basis of seniority are working only temporarily against special vacancies. To promote them to the higher grade would not be quite regular, nor could the higher vacancies be allowed to remain indefinitely as the work of the schools concerned would suffer more and even

those teachers who continued to work on a temporary basis would leave if denied promotion on the ground that they had not been confirmed in the lower grade. To get over the difficulty I have promoted the men on a non-substantive basis and am making a separate reference to Government in this behalf with reference to letter No.640/R.&.P.S. 4-44-2 dated 1st August 1944 from the Education Secretary to Government. On the other side, the managements of the schools from which teachers are transferred on promotion are loath to part with them as they would have to face the almost insurmountable difficulty of finding fresh hands for recruitment to the lower grade.

No 1110 / 1471

The situation seems to call for a larger relaxation of the rules at least to the extent indicated below -

(1) All the Brahmin candidates who are working temporarily at present in Municipal High Schools, in special vacancies and have put in more than one year's service may be ordered to be confirmed in their appointments immediately with effect from the end of that period.

(2) Other Brahmin candidates who have not put in one year's service may be permitted to be confirmed on the completion of one year's probation from the dates of their appointments, the vacancies not being readvertised.

(3) Vacancies in grade Rs.40-4-60 may be permitted to be advertised, during the period of war, as open to all classes, candidates of backward communities, if forthcoming, being given preference, and Brahmin candidates appointed being confirmed in due course, without any further advertisement of the same vacancies.

DIRECTOR OF PUBLIC INSTRUCTION

30/9/44

30/9

Member Edn)

30/9

Order may issue accordingly -

d s gpn)

10 8043 728

For perusal orders will be issued as directed above

SECY LAW DEPT 3321 3 OCT 1944 GOVT OF MYSORE

[illegible] 2/10

Orders may issue accordingly

OFFICE OF THE MINISTER FOR L S G & P H
Date 3 10 44
No 2650

[illegible] 3 10 44

[illegible] 16 10.44

17 10 44

Supdt. Platform [illegible] 17. 10 44

Subd with a draft sanctioning for appl

17/10

[illegible] 24 10 44

SECY LAW DEPT 3328 ... 1944 ... GOVT OF MYSORE

24 10 44

Issue 25/10 44

To,
The D P I
The D C Mysore dt
The Comptroller
The Dir of Instructions
2 4247 - 61 d 3-11-44
Approval of the proposal of the D P I

press [illegible] 30/11

B [illegible] 26/4

G R S App F G 3

GENERAL AND REVENUE SECRETARIAT

(Continuation sheet draft form)

Immediate

Re 12641 ~~S 58 83~~ HL 96-42-30

9721/6 The D P ?

Sir,-

I am directed to request you to kindly state whether among teachers there are many vacancies in the HL High Schools and if so, for what reason. If it is due to the B C. Candidates not forthcoming for Special Vacancies it may not be desirable to keep the Vacancies unfilled for any length of time and retard the educational Progress of pupils. In such a case the Vacancies will have to be thrown open for general recruitment immediately.

I am to request you to send up an immediate report, clearly explaining the position and to furnish your opinion as to how you propose to remedy the state of affairs. The matter is urgent and requires immediate attention.

WD 0255—GPB—10 000—23 8 32

Ml 96-44-32 . 7287

Edn New 92]

Postal Add e s—POST BOX No 8
T l Add s—EDUCATION B ng l e

Department of Public Instruction

Government of Mysore

1 AUG 1944

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION IN MYSORE

No Dl.5483-580/43-44.

LNCL

Bangalore dated 29th July 1944

31 JUL 1944

FROM M. SULTAN MOHIYUDDIN, ESQ , M.A , LL.B , M.Ed ,

DIRECTOR OF PUBLIC INSTRUCTION IN MYSORE
BANGALORE

To SECRETARY
31 JULY 19

C. NARAYANASWAMY NAIDU, ESQ., B.A , B.L ,
LEGAL REMEMBRANCER AND SECRETARY TO GOVERNMENT,
LAW DEPARTMENT, B A N G A L O R E.

SIR,

Subject - Filling up of vacancies in Municipal High Schools.

With reference to your letter No.L.12641/Ml.96-43-30 dated 20-6-1944 calling for an immediate report, clearly explaining the position - regarding the difficulty felt in securing qualified candidates in special vacancies, as per rules, in the Municipal High Schools together with my opinion as to how it is proposed to remedy the present state of affairs, I have the honour to state that reports are being received from all the Municipal High Schools that duly qualified Backward Class candidates are not forthcoming for the advertised special vacancies and that even the locally available Brahmin Candidates refuse to accept temporary appointments on the minimum pay of Rs.40/- in grade Rs.40-4-60. Several instances of the candidates appointed against the vacant posts having resigned their temporary appointments after serving in the Schools concerned for short periods have also been brought to my notice. - Vacancies have been re-advertised several times, but even then the managements do not receive applications for the posts. As a consequence, a large number of posts remains vacant in many of the Municipal High Schools.

P T O

13

In this connection, I have to invite your kind reference to correspondence ending with my letter No. D1.5521-593/43-44 dated 10-7-1944 submitting my report on the reference made to Government by the Deputy Commissioner, Kolar District, about the difficulties felt in securing the services of qualified candidates for a large number of vacancies existing in the K.G F. High School. Similar difficulties experienced in the schools at Birur and Dodballapur have also been brought to the notice of Government in the above mentioned letter.

There are a large number of Brahmin candidates working at present against special vacancies, pending disposal of the vacancies as per rules, and since applicants are not forthcoming even when these vacancies are advertised and re-advertised several times, the services of these temporary teachers are being continued. Some of these temporary teachers, being afraid that their services may be terminated at any time, are resigning their appointments as soon as they secure permanent appointments elsewhere. In this way, the situation in Municipal High Schools is growing from bad to worse for want of suitable teachers.

In order to tide over the present difficulty and to enable the Municipal High Schools to have the full complement of the sanctioned staff and to avoid loss of the services of the present candidates working against special vacancies in all the schools, I propose the following for favour of early orders of Government.

1. All the temporary teachers who are working at present in Municipal High Schools may be confirmed in their appointments, even though they may be working against special vacancies.

and 2. All the vacancies of graduate teachers in grade Rs.40-4-60 in Municipal High Schools may be thrown open for general recruitment, preference being given to Backward Class can-

14

candidates and this arrangement being in operation as a temporary measure for the duration of the War, or for two years whichever may be shorter.

I have the honour to be,

S i r,

Your most obedient servant,

Sd/- M Sultan Mohiyuddin.

DIRECTOR.

Copy of the above with a copy of this office letter No. D1.5521-593/43-44 dated 10-7-1944 addressed to the Secretary to Government, Law Department, is forwarded with compliments to the Secretary to Government, Education Department, for information.

29 7 44

FIRST ASSISTANT TO THE DIRECTOR.

On Casual Leave

EKR/

Copy of this office letter No.Dl.5521-593 of 43-44 dated 10-7-1944 addressed to the Secretary to Government, Law Department, Bangalore.

Regarding the vacancies of teachers in the K.G F High School, Robertsonpet.

With reference to your letter No.L.12746/Ml. 96-43-31 dated 24-6-1944 forwarding a copy of telegram dated 22-6-1944 addressed by Mr. Gopalakrishna to the Minister for Education requesting that the full number of teachers may be posted to the School referred to above and stating that necessary action may be taken at once in the matter, I have the honour to inform you that since all the vacancies of the school were in grade Rs 40-4-60 and they had to be filled up by the Management as per the existing rules, the Secretary of the School was requested to take immediate action in the matter. The Deputy Director, Bangalore, was also requested to furnish the Secretary with the names of candidates, if any, who were on the waiting list maintained in his office

It may be seen from the letter dated 30th June 1944 addressed to you by the Deputy Commissioner, Kolar District, who is also the President of the Managing Committee of the School (Vide your U.O. Memo.No.1/44-45 dated 5th July 1944), that the Management have proposed to create another post on Rs.60-4-80 as there is only one post in that grade in the School at present and to sanction a local allowance of Rs 10/- per mensem each to all the teachers in grade Rs.40-4-60 with a view to attracting candidates to the posts and continue therein

Some of the vacancies referred to in the Deputy

Deputy Commissioner's letter (Viz., Sl.Nos. 1,2,4,5 and 8 mentioned therein) arose on account of the transfer on promotion of the teachers to other Schools where there were vacancies in the higher grade and those teachers became eligible for promotion according to their seniority. Their transfers were therefore unavoidable. But even among those teachers, one has been deputed for training in the B.T. Class and another has resigned in spite of the promotion given to him. The School at K.G.F. could not have therefore had the services of these two teachers during this year, even if they were not transferred to other Schools. But the Management are finding it very difficult to secure the services of fresh candidates in the existing vacancies.

The same difficulty is being experienced in almost all the Municipal as well as Government High Schools. The Secretary, Municipal High School, Birur, has proposed that the Management may be empowered to fix any pay between the minimum and the maximum of the grade Rs.40-4-60 for attracting fresh candidates. He has suggested also that all the vacancies of Municipal High Schools may be advertised as general vacancies, preference being given to Backward Class candidates. In fact, the Management of that School had experienced the same difficulty last year and so they had created two posts in grade Rs.60-4-80 each, though they could be utilised only from this year according to the sanctioned scales for that school. A separate reference is being made to Government for ratification of their action in that connection. Again, the Deputy Commissioner, Bangalore, who is the President of the Municipal High School, Doddaballapur, has made a reference to Government in his letter No.M.H.T. 10 dated 1-6-1944, requesting sanction for giving a pay of Rs.60/- in grade Rs.40-4-60 to certain candidates appointed in the School, as it is not possible to secure the services of suitable candidates on Rs.40/- each. In the case of K G.F. High School, it is now suggested by the Deputy Commissioner, Kolar District, that a local allowance -

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allowance of Rs 10/- per mensem each may be sanctioned for teachers to be entertained in grade Rs.40-4-60.

The K.G F. High School, having 9 sections, is the biggest among the Municipal High Schools in the State. While 2 posts in the grade Rs.60-4-80 are admissible for a small school with 3 sections only, this school has at present only one post in that grade. It is, therefore, necessary that the Maragement should create more posts in that grade, in proportion to the number of extra sections over and above 3 sections. The proposal of the Management to create the second post on Rs.60-4-80 may, therefore, be kindly accepted and sanctioned by Government.

As regards the question of local allowance proposed, it would be more desirable if the Management started as is being done by the Managements of some other Municipal High Schools, the fresh candidates on a suitable higher pay in the grade, instead of sanctioning extra allowances, in addition to the graded pay

As there are 3 Municipal High Schools in the Kolar District under the administrative control of a single President, viz , the Deputy Commissioner, Kolar District, it is also easy for him to readjust the staff of all the three schools by effecting inter-school transfers among them according to the needs of each school, in addition to creating a fresh post in the grade Rs.60-4-80 in the K G F High School and appointing fresh candidates on an intermediate salary in the grade Rs.40-4-60

I am forwarding a copy of this letter to the Deputy Commissioner and President of Managing Committees of the Municipal High Schools, Kolar District, requesting him to take needful further action accordingly, pending orders of Government.

" Copy "

EKR/

For DIRECTOR.

G R S App F G 3

GENERAL AND REVENUE SECRETARIAT

(*Continuation sheet draft form*)

Ms. 96-44-33

Proceedings of the Court of the Maharaja of Mysore

Read:-

Letter No D1.5283-580/43-44 dt 31.7.1944 from the Director of Public Instruction Mysore submitting proposals in regard to the filling up of vacancies of teachers in the Municipal High Schools in the State.

2/ Govt Order No 38/44 dt 2.9.44 of the Public Service Commission

& No 23/44-45 dt 30.9.44 of the Director of Public Instruction in Mysore on the same subject.

ORDER No. 4247-61 dt 3-11-44

With a view to facilitate the filling up of vacancies among teachers of the Municipal High Schools, Govt have sanctioned the following concessions for time to time:-

(1) the rule that only trained graduates should be recruited has been relaxed in the case of

WD 0565—GPB—22 500—S 11 38

This has been extended subsequently as a temporary measure to candidates of backward communities and (2) as a temporary measure in filling up of general vacancies. (3) Special vacancies have been permitted to be readvertised as those open to all classes, preference being given to candidates of backward communities and (4) the appointment of Brahmin candidates has been permitted in special vacancies as an interim arrangement. The Director of Public Instruction states that these concessions have not produced the desired effect that graduates of not only backward communities but also of Brahmin community are not coming forward in sufficient numbers & do not stick on to the appointments even after putting in a service of a few years on the ground that their position is insecure & that the grade pay is not attractive. The difficulty has been felt not only in the matter of recruiting teachers but also in giving promotions to them, as several teachers are working temporarily in Special Class vacancies & that, their promotions would not therefore be regular. The management of some of the aided high schools have also adopted certain temporary expedients such as offering a higher pay than the minimum in the grade Rs 40-4-60 and the creation of a large no. of posts in the grade Rs 60-4-80 to fresh candidates. But the difficulty of filling up the no. of teachers required has not been overcome.

2) In order to meet the situation, the director of Public Instruction has proposed the further relaxation of the rules to the extent noted below —

(1)

(3 20

G R S App F G 3

GENERAL AND REVENUE SECRETARIAT

(*Continuation sheet draft form*)

(1) All the Brahmin candidates who are working temporarily at present in the Municipal High Schools as Special Vacancies & have put in more than one year's service may be confirmed in their appointments immediately with effect from the end of that period.

(2) Other Brahmin candidates who have not put in one year's service may be permitted to be confirmed on the completion of one year's probation from the date of their appointments, the vacancies not being readvertised

(3) Vacancies in grade Rs 40-4-60 may be permitted to be advertised during the period of leave as open to all

WD 0565—GPB—22 500—8 11 38

all classes, candidates of backward communities, if forth coming, being given preference & Brahmin candidates appointed being confirmed in due course without any further advertisement of the same vacancies.

3) The above proposals of the Dir of L. are approved.

23.10.43

for Secretary to Govt

To

The Director of Public Instruction ✓

" P.S. to Hon'ble Minister ✓

" ~~Director of Public Instruction~~ D.C.S. & Dir of L.

" Comptroller ✓ President & Mg Dir Bd

Copy to Hon'ble Dr. ✓

17/10